

Manjit Singh came from a loving family headed by his father, Gurbakhsh Singh, and mother, Harjit Kaur, and was the youngest of three siblings from Chhina Railwala in Gurdaspur District of Punjab. He came from a small farming family and was dedicated to his family, neighbors, and community. He came to the United States in 2018 seeking economic opportunities and religious freedom with hopes to support his family in Punjab. He fell in love with the Central Valley community and was eager to build roots and become locally involved.

Throughout the local Sikh community, he was known for his community service, generosity, caring-nature, jovial personality, and infectious laugh. He had inspiration and the entrepreneurial drive to start his own trucking company.

In a time where we have seen too much selfishness and hatred, Manjit's actions should always be remembered. Madam Speaker, I ask my colleagues to join us in a moment of silence to honor the sacrifice of Mr. Manjit Singh. Manjit will be missed by all his loved ones and our community will mourn the loss of this noble hero.

**TRIBUTE TO PANDORA NASH-KARNER—CALIFORNIA'S 24TH CONGRESSIONAL WOMEN OF THE YEAR**

**HON. SALUD O. CARBAJAL**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, September 11, 2020

Mr. CARBAJAL. Madam Speaker, each year, through the Women of the Year Award, my office extends special recognition to women on the Central Coast who have made a difference in our community. I would like to recognize one outstanding Women of the Year Award recipient, Pandora Nash-Karner of Los Osos, California.

Pandora has been a consistent, positive force in Los Osos and San Luis Obispo. She was elected to serve on the Los Osos Community Service District Board when it was formed in 1998 and chaired its Wastewater and Park Committees. She has also served on the San Luis Obispo County Parks and Recreation Commission (PRC) as a Parks Commissioner since 1991, where she continuously advocates for parks and public open space for our community.

Pandora is the force behind Celebrate Los Osos, a 501 (c)(3) that utilizes volunteers to plant, paint, beautify, build, repair, refurbish, and maintain projects in order to stimulate community pride and leave a legacy for all to enjoy. She has been recognized for this work as Los Osos Citizen of the Year, Woman of the Year, Kiwanian of the Year, San Luis Obispo County Volunteer of the Year and received the Mary Rhode Award from the League of Women Voters.

Those who know Pandora describe her as someone who shares herself as a person and role model. She has motivated countless community members to get involved, which has served as inspiration for exceptional projects and an abundance of good will. Our community is tremendously lucky to count her as a friend and neighbor. Pandora's tireless service to our district makes her someone who all

young women and men can look up to with admiration.

I ask all Members to join me today in honoring an exceptional woman of California's 24th Congressional District, Pandora Nash-Karner, for her incredible service to her community.

**COST ESTIMATE FOR H.R. 2694, PREGNANT WORKERS FAIRNESS ACT**

**HON. ROBERT C. "BOBBY" SCOTT**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Friday, September 11, 2020

Mr. SCOTT of Virginia. Madam Speaker, I am hereby including in the RECORD the cost estimate prepared by the Congressional Budget Office for H.R. 2694, the Pregnant Workers Fairness Act. The cost estimate was not available at the time of the filing of the Committee report.

U. S. CONGRESS,  
CONGRESSIONAL BUDGET OFFICE,  
Washington, DC, September 9, 2020.

Hon. BOBBY SCOTT,  
Chairman, Committee on Education and Labor,  
House of Representatives, Washington, DC.

DEAR MR. CHAIRMAN: The Congressional Budget Office has prepared the enclosed cost estimate for H.R. 2694, the Pregnant Workers Fairness Act.

If you wish further details on this estimate, we will be pleased to provide them. The CBO staff contact is Sofia Guo.

Sincerely,

PHILLIP L. SWAGEL,  
Director.

Enclosure.

**H.R. 2694, PREGNANT WORKERS FAIRNESS ACT—AS ORDERED REPORTED BY THE HOUSE COMMITTEE ON EDUCATION AND LABOR ON JANUARY 14, 2020**

[By fiscal year, millions of dollars]

	2020	2020–2025	2020–2030
Direct Spending (Outlays) .....	0	*	*
Revenues .....	0	0	0
Increase or Decrease (–) in the Deficit .....	0	*	*
Spending Subject to Appropriation (Outlays) .....	0	3	not estimated

\* = between zero and \$500,000.

Statutory pay-as-you-go procedures apply? Yes.

Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2031? No.

Mandate Effects:

Contains intergovernmental mandate? Excluded from UMRA.

Contains private-sector mandate? Excluded from UMRA.

H.R. 2694 would require all public-sector employers and any private-sector employers with more than 15 workers to make reasonable accommodations for the known limitations related to pregnancy, childbirth, or related medical conditions of employees and job applicants.<sup>1</sup> The bill would not require employers to make any accommodation that would impose an undue hardship on business operations. Under the bill, the Equal Employment Opportunity Commission (EEOC) would be required to issue regulations to implement the bill within two years of enactment.

Using information from the EEOC, CBO expects that for the first three years after the regulations are issued, the EEOC would re-

ceive roughly 500 more claims related to pregnancy discrimination (an increase of about 20 percent) each year. (The EEOC expects that after three years, the number of pregnancy discrimination claims would return to prior levels as employers comply with the new regulations.) To meet that workload, CBO estimates that the commission would need seven additional employees, at a cost of about \$3 million over the 2021–2025 period. Such spending would be subject to the availability of appropriated funds. For fiscal year 2020, the Congress appropriated about \$390 million for all of the EEOC's operations.

Enacting the bill could affect direct spending by some agencies that are allowed to use fees, receipts from the sale of goods, and other collections to cover operating costs. CBO estimates that any net changes in direct spending by those agencies would be negligible because most of them can adjust amounts collected to reflect changes in operating costs.

CBO has not reviewed H.R. 2694 for intergovernmental or private-sector mandates. Section 4 of the Unfunded Mandates Reform Act excludes from the application of that act any legislative provisions that would establish or enforce statutory rights prohibiting discrimination. CBO has determined that the bill falls within that exclusion because it would extend protections against discrimination in the workplace based on sex to employees requesting reasonable accommodation for pregnancy, childbirth, or related medical conditions.

The CBO staff contacts for this estimate are Sofia Guo (for federal costs) and Lilia Ledezma (for mandates). The estimate was reviewed by H. Samuel Papenfuss, Deputy Director of Budget Analysis.

<sup>1</sup>Current law provides protections to pregnant workers who are denied reasonable accommodations by their employers. However, the Supreme Court has ruled that a pregnant worker may bring a claim against an employer only if the petitioner can demonstrate that the employer has provided accommodations to workers with similar limitations who are not pregnant (*Young v. United Parcel Service, Inc.*, 575 U.S. 12, 1226 (2015). <https://go.usa.gov/xG4jx>, PDF, 230 KB). H.R. 2694 would allow pregnant workers to bring such claims without meeting that requirement.

**HONORING THE LIFE OF ROBERT CAMPBELL**

**HON. MARK DeSAULNIER**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, September 11, 2020

Mr. DESAULNIER. Madam Speaker, I rise today to recognize the life and service of Robert "Bob" Campbell.

Born in Southern California, Bob moved at a young age with his family to Richmond, California, where he grew up in a World War II housing development known as Atchison Village. After high school, he attended Contra Costa Community College and graduated from San Francisco State University. Bob went on to receive a Master's Degree in history from UC Berkeley and serve in both the U.S. Army and California National Guard.

As a dedicated member of the community, Bob was elected to the Richmond City Council in 1975. In 1980, he was elected to the California State Assembly, where he represented District 11—the same district I represented. Bob served in the California Legislature for 16